

REPORT

Re: Payment of salaries, bonuses, and remuneration for 2025 and payment plan for 2026 for internal staff of DamiK Group Joint Stock Company

To: Shareholders of DamiK Group Joint Stock Company

Pursuant to:

- Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;*
- The Organization and Operation Charter of DamiK Group Joint Stock Company;*
- Resolution of the 2025 Annual General Meeting of Shareholders of DamiK Group Joint Stock Company No. 01/NQ-ĐHĐCĐ dated April 25, 2025;*
- The 2025 production and business results and the 2026 production and business plan of the Company.*

The Board of Directors of DamiK Group Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the report on the payment of salary, bonus, and remuneration in 2025 and the plan for 2026 as follows:

1. Salary and bonus costs for 2025 and projected for 2026

No	Description	Unit	Year 2025	Year 2026
1	Members of the Board of Directors	VND million	0	0
2	Members of the Board of Supervisors	VND million	0	0
3	General Director	VND million	243	360
4	Production Manager	VND million	197	300
5	Investment Project Director	VND million	96	300
6	Chief Accountant	VND million	67	240

2. Remuneration of the Board of Directors and the Board of Supervisors in 2025 and expected in 2026

No	Description	Unit	Year 2025	Year 2026
1	Members of the Board of Directors	VND million	0	0
2	Members of the Board of Supervisors	VND million	0	0

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

ON BEHALF OF BOARD OF DIRECTORS

CHAIRMAN



DANG DUC MINH